

FACT SHEET

Teacher and Employee Retention Incentive (TERI) Guidelines

Based on the changes to the SC Code of Laws that occurred during the 2005 legislative session due to the State Retirement System Preservation and Investment Reform Act, several changes to the TERI Guidelines are needed in order to conform to these changes.

Summary of Proposed Guideline Changes

As a result to the changes to SC Code of Laws § 8-11-620, § 8-17-370, and § 9-1-2210 due to the passage of the State Retirement System Preservation and Investment Reform Act, revisions to the TERI guidelines with regard to annual leave, grievance rights, and reduction in force rights are necessary in order to conform to these changes. The following is a summary of those proposed changes to the guidelines.

Leave

- ? Employees beginning participation in the TERI program after June 30, 2005, will not receive payment for unused annual leave until after the employee terminates from state employment and ends participation in the TERI program.

Grievance Rights

- ? Any employee who becomes a TERI participant after June 6, 2005, will be exempt from the State Employee Grievance Procedure Act.

Reduction in Force

- ? Any employee who enters the TERI program after June 6, 2005, is exempt from the State Employee Grievance Procedure Act and therefore will not retain reduction-in-force rights.

The Office of Human Resources recommends changing the attached guidelines.

Prepared by the Office of Human Resources
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